

Message Text

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ACTION PER-05

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FM AMEMBASSY DACCA

TO SECSTATE WASHDC PRIORITY 0186

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E. O. 11652: DECONTROL 6/28/74

TAGS: EAID, DG

SUBJECT: LOCAL WAGE SURVEY

REF: (A) STATE 122936; (B) DACCA 2653; (C) STATE 117794;

(D) STATE 111852

1. MISSION CONTINUES TO BE EXTREMELY CONCERNED WITH DELAYS IN
RESOLVING WAGE SURVEY APPROVAL AND HOPES THAT IF FUNDING
DIFFICULTIES OR OTHER PROBLEMS THAN CONDUCT OF SURVEY

3 BASIS

FOR INDECISION WE WILL BE SO ADVISED ASAP.

2. MISSION REITERATES THAT CLOSE WORKING RELATIONSHIPS WERE
MAINTAINED WITH CONSULTANT DURING ALL ASPECTS OF PAGE SURVEY .
MISSION PERSONNEL AWARE OF SPECIFIC LOCAL CONDITIONS RE COMPETITIVE
LEVELS OF SALARIES, COST OF LIVING INDICES, ETC. ARMED WITH THIS
KNOWLEDGE, MISSION HAS REVIEWED CONSULTANT RECOMMENDATIONS,
CONCLUDED THAT RESULTS OF SURVEY APPEAR REASONABLE AND LOGICAL,
AND REACHED INTERAGENCY AGREEMENT AND ACCEPTANCE OF REVISED
COMPENSATION PLAN, PER 362 OF MAY 14 MENTIONED IN REF (D)
ARRIVED DACCA 26 JUNE AND IS NOT VERY ENLIGHTENING FOR FOLLOWING
REASONS, FIRST, HOW CAN NEW DIRECTIVE BE APPLIED EX POST FACTO TO
ALREADY COMPLETED CONTRACT AND SURVEY? (EVEN THOUGH WE FEEL MISSION
HAS COMPLIED WITH INTENT OF NEW SECTION 931.4, PER 362 AS OUTLINED
PARA 3 OF REF (B). SECOND, WE ASSUME THAT CONDUCTING A WAGE SURVEY
IN " ACCORDANCE WITH PROVISIONS OF" THE LECH STILL ALLOWS VARIOUS
INTERPRETATIONS AND MODIFICATIONS IN LINE WITH LECH SECTION 1.1,
WHICH INDICATES USE OF HANDBOOK AS WORKING TOOL AND TRAINING GUIDE.

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3. UPON RECEIPT OF REF (A), MISSION HAS CONTACTED CONSULTANT, WHO
CONFIRMS THAT THE LECH PROVIDED BASIS FOR SURVEY METHODOLOGY,
BUT THAT THEY MODIFIED FORMAT OF INDIVIDUAL FORMS IN INTEREST OF
EFFICIENCY AND PROFESSIONAL JUDGMENT. MISSION HAS ASKED REVIEW

OF ALL REQUESTED DOCUMENTATION FROM CONSULTANTS, AND THEY HAVE INFORMED US OF NEED TO GO BACK TO THEIR RAW DATA TO REPRODUCE WORKSHEETS WHICH CONFORM TO MODELS IN LECH. THEY HAVE CLEARED THEIR FILES OF WORK MATERIALS FOLLOWING COMPLETION OF REPORT. THIS WOULD REQUIRE AMENDMENT TO CONTRACT AND MINIMUM TWO WEEKS ADDITIONAL TIME TO PREPARE. ASSUME WASHINGTON HAS REVIEWS ANNEXURE TO SURVEY REPORT AND NOTED DATA COLLECTION SHEETS ALL CONTAIN SAME MATERIAL REQUIRED BY ADDITIONAL PROBLEM IN TRANSFERRING DATA TO WASHINGTON INVOLVES MAINTAINING CONFIDENCE OF INFORMATION GIVEN IN SURVEYS.

4. MISSION REITERATES ITS REQUEST THAT IF REVIEW STILL NECESSARY IT BE MADE IN DACCA BY TDY PERSONNEL. PRESENT DELAY HAS STRETCHED MISSION CREDIBILITY TO LIMIT, AND POSSIBLE DELAY INHERENT IN PRESENT APPROACH THROUGH LONG RANGE DOCUMENT REVIEW MAY SERIOUSLY JEOPARDIZE WORKING RELATIONSHIPS. IF TDY FROM WASHINGTON CONSIDERED NOT POSSIBLE, MISSION PREPARED SEND REPRESENTATIVES OF CONSULTANT AND MISSION TO WASHINGTON WITH REQUESTED BACK-UP DATA IN ATTEMPT TO EXPEDITE REVIEW AND APCQVAL.

5. 1971 PLAN REFERRED TO IN REF (A) IS CURRENT PLAN IN USE. BASIC COMPENSATION RATES HAVE NOT BEEN REVISED, HOWEVER, SINCE 1969, AS THE 1971 REVISION DID NOT AFFECT BASIC COMPENSATION. FRINGE BENEFIT PLANS AND SEVERANCE PLANS SAME AS APPROVED AND ISSUED UNDER PAKISTAN MISSION.

6. ADVISE ASAP.
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